App.F.IX-4]

1926-5 File No. 67-24

Previous References. (Pt 2) Serial Nos. 1-6

Later references.
P 25 08-26(102)
66-26(102)
P 25 19-28(102)
P 25 34-28(102)
" 67-33 " -2
" 36-35 P 1-2
" 63-37 P 1-4.
121-41-1-4

GENERAL & REVENUE SECRETARIAT

Serial Nos. P 2766

Part B for Oct 1925

SUBJECT

Grant of casual leave to the pieceworkers employees of the Govt. printing

Ltr To the Superintendent, Govt printing
The Comptroller to Govt
No 41755-6/- 8-12-1925
Approves of the rules regulating the grant of leave

C 1

GENERAL AND REVENUE SECRETARIAT.

(1 F)

NOTES.

File No.

FILE HEADING.

Grn of Casual leave to the piece work employees of the Govt Press

From

Supdt. Govt Press.

No. 2832 Dated 6-3-25 Received 6-3-25

Diary No. 4/63	Enclos.	Spare Copies.	Serial No. 1

BRIEF ABSTRACT OF LETTER.

Requesting that the piece-work employees of the may be granted 15 days casual-leave in a year as in the Govt of India Presses & the Mysore

NOTES AND ORDERS.

The grant of 5 days casual leave to the piece-work wage earners of the Press was sanctioned in G.O. No. G 1776-7/Pts 6-20-9 dt. 23rd July 1920 on the recommendation of the Supdt when the hour account system of wages was introduce

NOTES—First Sheet.

4163

General and Revenue Secretariat.

P&W File No. 67 of 1924

(2)

Serial No.

2) But where, on the recommendation of the Committee appointed to enquire into the internal working of the Press, the piecework system was re-introduced with effect from 15 oct 21 (as per G.O. no 1989-93/I.C.B. 196-20-11 dt 6-10-21), the G.O. of July 20 ceased to operate

3) Subd for orders as to the grant of the Concession now on the analogy of conditions prevailing in the Mysore Rly Deptt & the Govt of India Presses.

9.3.25

TBB 9/3.

4) As of leave with pay is given what will be the "pay" per day? In the Rly Deptt there is a daily wage rate. For the piece worker there is no such rate. The Supdt should report how the rate for the leave will be calculated

MVB

5) Draft Subd

TBB 23/3/25

6) Done

MW 24/3

4163 4605 4605

PDJ File-No. 67 of 1924

General and Revenue Secretariat.

Serial No. 2

To The Supdt, Govt Ptg. No Q 7563 dt 24-3-25

Enquiring on what basis the leave allowance as proposed to be calculated for the days of absence

Ltg
Lwww
TBB
2693

From The Same office No 3188 A dt 6

stating that the leave allowance will be calculated on the average earnings of the employee for the previous 12 months + forwarding a set of rules for regulating the grant of the leave

7) The proposal involves ~~very~~ such elaborate calculations for computing leave allces & the conditions of grant are so complicated, that it would require the correct maintenance of statistical information (in respect of each individual) which ~~would be~~ extremely troublesome. Considering the number of piece work employees will be unnecessarily too large to merit such attention & may not get the needed attention ~~as~~ it needs with

8) It would simplify matters if whatever leave, that is allowed, is of the nature of casual leave (under the Regns) & allys calculated on the average earning during the previous month

9) Subd for orders

Lwww
7.4.25 TBB
MM

APP. F.(III—21)

General and Revenue Secretariat.

4605

PJ File No. 67 of 19 24

(14)

Serial No.

10) The Supdt Govt Printing proposes the grant of casual leave with pay to the piecework employees of the Press, and has forwarded a set of rules for regulating the grant of such leave

11) It would appear that there is some such kind of leave to piece work employees in the Govt of India Press — and also in the Workshop Mysore.

12) The rules proposed are too elaborate

13) The Fl Secy may be consulted re — their suitability — & the proposal thereafter

14) ~~And~~ If considered desirable the Supdt will be asked to simplify the rules as far as possible

Mo 9/4

(Ch Secy) 15) Fl Secy may be consulted

hm 4.5.25

Fl 24/5/25

(Fl Secy)

hw 5/5

W Smith 6/5/25

Fl Secy)

mab 8/5/25

16) Attention is invited to Note of 8/5/25 placed below

17) A copy of rules of Madras Govt Press may be obtained and Consulted as to what leave and on what conditions Shd be allowed

mab 21.5.25

18) For dft rules 22/5

Serial No.

19) Draft Subd

Issue Ltr
22-5-25

20) Issue
Ltr
25/5/25

To The Supdt, Govt Ptg. No. G. 9023 & 26 5/25. 4
with reference to 3, requests that copies of the rules in the Madras Govt press & the Govt of India Presses may be forwarded.

From The Supdt, Govt Ptg Nos 193 & 15-7-25 5
Forwarding for reference Copies of rules received from the Govt of India & Madras Govt Presses in regard to the grant of leave to piece work employees.

FINANCIAL SECRETARY
21 JUL 1925
H 175-25

21) Subd with refce to para 17 above
Issue - In the Govt of India Presses a fixed
18-7-25 class rate is fixed which permits of the ready calculation of leave allce.
(S. On 23) In Madras the question of shewing some
18/7 such concession is said to be under consideration

Mrs 21/7

Issue

21/7

Mrs

23) The Supdt recommendation may be S.J. I presume that these men are not allowed Wages for holidays

Mrs 23/7/25

609/24] First Member

A580

FINANCIAL SECRETARIAT NOTES.

Subject Casual leave to Piece-work staff of the Press. 6

R. S. III-21

General and Revenue Secretariat. | File No. of 19

Fl. U. O. 2489–24 | Serial No.

Subd. The Press Supt. refers to the existing rule in British India under which Piece work employees of the Press are granted 15 days casual leave on full pay. This statement seems to clash with the Fundamental Rule 103 (c), which states that leave to part time employees should not be on more favorable terms than would be admissible, if the service were substantive and continuous. The Supt. may perhaps be asked to obtain information from Madras about the existing procedure & rules relating to the grant of such leave.

A copy of the Rules regulating the grant of leave to Ry. Workmen on Daily wages is put up.

(S. Sing)

8/5/25

* for permanent employees, it is only 15 days

NOTE—Contn. sheet.

F. III—2]

General and Revenue Secretariat.

File No. 67 1924

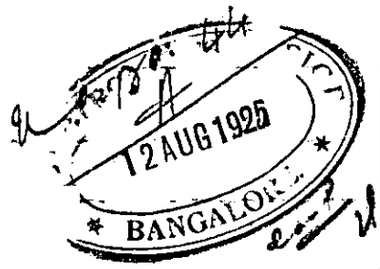
Serial No.

I agree with the Finance Secy
Draft rules may be published
subject to any

A draft is noted. The Comptroller may perhaps be consulted as to the wording & form of the rules proposed

31.7.25

26) A draft is put up
27 May the Comptroller be consulted as to the wording of the rules?



94/5.8

First Member

I have no objection

U.O. 2/Pts of 11.8.25

Forwarded U.O. with Compliments to the Comptroller to Govt for favour of scrutinizing the rules & furnishing early

GRS 11/8/25

M Venkatasubbayya
Fin Secy

NOTE—Contn. Sheet

APP. F. III—2

275

B.424

File No. of 19

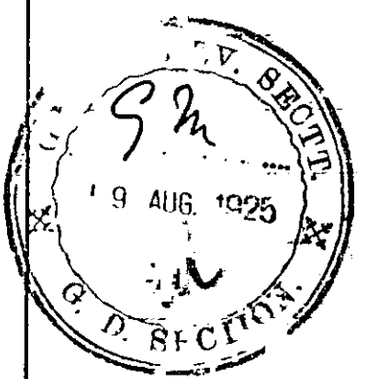
General and Revenue Secretariat.

G. No. 48 / 2nd A 8 48-8/25 dt. 30: 33 / 19/8/25

Serial No. 08249.

Returned with compliments..

1) The rules are for the guidance of the Department and no check can be exercised by this office over their working and as to their strict adherence. The rules may be printed as an appendix to the Mysore Service Regulations. The reference to Clause 15 in rule 15 is not clear.



T. Vijayaraghavachari
Comptroller.

Drawn up in 1 year

3) Resubmitted. The reference "Clause 15" is corrected to "Clauses 1 & 2 of the rules"

Draft is subject to appl.
The Hdqrs has agreed to the rules (three) as the Comptroller's view is noted above

Chiefs)
3/ 1st June

6/9.9

Draft approved
8
1/5
[illegible]

G. R. S. III-2]

WD 2310—GPB—10,000—31-5-24

9

General and Revenue Secretariat.

P&S File No. 67 of 19 24

Serial No.	
6	To the Superintendent, Govt-ptg & Stn Complts No. G1753-6/ dt 12-9-1925 / Approves of the rules regulating the grant of leave to piece-work employees of the Govt-Press.

Printing

(1) 18/

P

Rev 4163

37169

WD 2533—GPB—250 copies—1-7-24

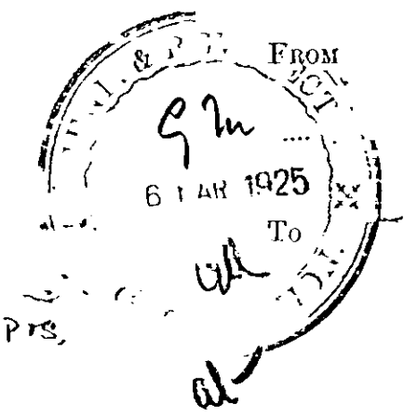
10

No. 2832 Income

OFFICE OF THE SUPERINTENDENT,
GOVERNMENT PRINTING,

Bangalore, dated 6th March 1925.

PRS 67-24-1



B. PUTTAIYA, ESQ., B.A.,
Superintendent, Government Printing,
Bangalore.

B. RAMASWAMAIYA, ESQ., B.A., B.L.,
Offg. Chief Secretary to the Government of
His Highness The Maharaja of Mysore,
Bangalore.

SIR,

I have the honour to state that the piecework employees of the Government Press have been for a long time past clamouring for the grant of casual and privilege leave to them, without loss of pay, in the same manner as the men on the permanent establishment are being granted under the rules of the Mysore Service Regulations The existing proceedure is that no pieceworker will get his wages for the day or days he is absent with or without leave This, they feel, is a great hardship to them and as they are Government servants as much as those borne on the permanent establishment and are also entitled to pension on the basis of their average earnings, they represent that they may be shown the same concession in the grant of casual and privilege leave as is shown to the permanent mer

I feel that there is some force in this representation and, as there are precedents in other Presses and workshops where leave with full pay is granted to piecework and hourly wages men, I am inclined to support their prayer and submit my recommendation for the gracious sanction of Government

I read in the Annual Statistical Returns of the Government of India for the year ending 31st March 1923 that there is a system of casual leave and idle time payments to pieceworkers in the Government of India Presses I therefore asked the opinion of the Controller of Printing with the Government of India on the subject when he visited the Press in October

11

October last. He told me that pieceworkers are granted 16 days casual leave per annum, when they receive pay according to their class rate. He has recorded his opinion in his note as follows :-

> "The theory of piecework is that the rates payable are sufficent to compensate a man for receiving no salary on holidays or other days when the Press may be closed. As a special concession, the Government of India have agreed to allow pieceworkers in their Presses 16 days casual leave a year during which the men are paid at their class or hour rates. This is a considerable concession, and I do not think that it will be justifiable to grant any leave in excess of this amount. "

In the Wesleyan Mission Press at Mysore, the men are allowed 13 days privilege leave in a year. Mr. Thos: Gould, the Manager, writes:-

> "In our Press we pay for the two days which we give leave for- Christmas Day and Good Friday-and we also pay the men a full day's pay for the day we close the Press for the Press Annual Picnic. Besides this, we allow the men to draw 10 days Privilege leave during the year. When men are sick, we pay them half pay up to 3 months and then the matter is reviewed."

More than the above two examples, our Government have themselves sanctioned 15 days' leave with pay to daily labourers in the Railway department, in their order No. R. S. 516-17-Ry.F.46 O.L 24-25 dated 6th September, 1924, a copy of which is enclosed for immediate reference.

Under these circumstances, I request that the concession shown to the Mysore Railway employees in the order referred to may be kindly extended to the Piecework and Hour Account wage earners of the Government Press also. ~~Who~~ They may be granted 15 days' leave with pay in each year to cover casual leave, or absence on account of sickness, provided they have put in one year's continued service with regular attendance; a regular attendance being considered to include a total absence of not more than 30 days in a year.

I solicit the favour of early sanction to my proposal.

I have the honour to be,
Sir,
Your most obedient servant,

B. Chinnaya

Superintendent.

S.O

12

Government of His Highness the Maharaja of Mysore.

Railway Department.

G.O.No. R.S. 516-17-Ry. F. 46 O.L.24-25, dated Mysore 6th September 1924.

Concessions.

Sanctions certain-to Workshop labourers.

Read-

Letter No. 53, dated 2-4th August 1924, from the Agent, Mysore Railways, requesting sanction in the circumstances explained therein for the grant of the following concessions to the Workshop labourers:-

1. Fifteen day's leave with pay in each calendar year to cover casual leave or absence on account of sickness, to such of the labourers who are not eligible to leave under any other leave rules and who have put in one year's continued service with regular attendance.

Note.-A. Regular attendance will be considered to include a total absence of not more than 40 days in a calendar year

B. Temporary coolies will not be eligible for leave under these rules.

2. Such of the labourers who have put in three years continuous service and whose rate of pay is not less than Rs. 1-2-0 per day, to be allowed to contribute to the Railway Provident Fund.

Order No. R.S. 516-17/Ry. F. 46 O.L. 24-25, dated Mysore 6th Sept.1924.

S A N C T I O N E D.

Sd. C.DOVE-WILSON,

Secretary for Railways,

Government of Mysore.

" C O P Y "

Superintendent,

Government Printing in Mysore,

B A N G A L O R E.

13

G. R. S. VI—G/32]

SUBJECT.....

.....

.....

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

, the *191*

Date of issue 24-3-25

Signed by Mr. M. V. Iyengar.

Section PJS

File No. 67-24

Serial No. 2

No. P. 7553

To The Subh. Govt. Hy

Sir,

With reference to your letter No. 2832 & 16 3 25 regarding the grant of 15 days leave annually on full pay to the press work employees of the Press, I am directed to enquire on what basis the leave allowance is proposed to be calculated in these cases for the days of absence.

I have &c

Mr Mysore
For the Secy
Fin

over.

13.3.25

Gm 460 S-

40871

OFFICE OF THE SUPERINTENDENT,
GOVERNMENT PRINTING IN MYSORE,

Bangalore, 4th April *192*5.

N 3188 Enc Enc one.

pts 67-24-3

From B. VITTAIYA, Esq., B.A.,
Superintendent, Government Printing,
Bangalore.

To P. RAMASWAMAIYA, Esq., B.A., B.L.,
Offg. Chief Secretary to the Government of
His Higjness the Maharaja of Mysore,
BANGALORE.

Sir,

With reference to your letter No: G. 7553/P.&.S., 67-24-2, dated the 24th ultimo, enquiring on what basis the leave allowance is proposed to be calculated in the case of the piecework employees for the days on which they are granted leave with pay, I have the honour to state that the leave allowance will be calculated on the average earnings of the

15

piecework employee for the twelve months previous to that in which the leave is applied for, as is being now done in the case of leave allowances to piecework employees who are incapacitated for work from injuries received in the execution of their legitimate duties, in accordance with art 11 of Part I of the Press Manual. The same principle is adopted in the calculation of average emoluments for purposes of pension to piecework employees, the average earnings of the last seventytwo months in superior service being taken into account under Art. 345 of the Mysore Service Regulations

In this connection I beg to forwarded for the sanction of Government a set of rules for regulating the grant of leave with pay to the Piecework Staff of the Press, adapted from the Leave Rules for Daily paid workshop staff of the Railway department, and request that they may be kindly approved.

I have the honour to be,
Sir,
Your most obedient servant,

B. Srinivasiyengar
Superintendent.

D.v.s.

App.F.VI-G1.]

SUBJECT.....

Section PHS

File No. 67/24

Serial No. 4

Diary No of letter replied to .

No. G 9023

General and Revenue Secretariat

( )

, *the* *192*

To The Supdt, Govt Press

Bangalore

Sir

Date of issue 26/5/25

Signed by Mr-H V.J.

With reference to correspondence ending with your letter No. 3188 G dt 11-4-25 relating to the grant of casual leave to the piecework employees of the Govt Press, I am directed to request you to forward ~~a~~ copies of the rules in the Madras Govt Press & the Govt of India Presses as to the ~~leave~~ grant of such leave & the conditions thereof to casual employees obtained & forwarded to this Office.

I have the honour

to be

Sir

Your obedt Servt

Secretary

List of enclosures.....

Copied by.....

Examined by.....

Issued

26-5-25

02982

WD 2333—GPB—250 copies—1-7-24

(47)

No. 193 Cons 3.

OFFICE OF THE SUPERINTENDENT,
GOVERNMENT PRINTING,

Bangalore, dated 15th July 1925.

G-No. 279
P&S 67-24-5

B. PUTTAIYA, ESQ., B.A.,
Superintendent, Government Printing,
Bangalore.

B. RAMASWAMAIYA, Esq., B.A., B.L.,
Offg: Chief Secretary to the Government of
His Highness the Maharaja of Mysore,
BANGALORE.

SIR,

With reference to your letter No: G. 9023/P.&.S. 67-24, dated the 26th May 1925, requesting me to forward copies of the rules in the Madras Government Press and the Government of India Press as to the grant of Casual leave to pieceworkers, I have the honour to state that I addressed the Controller of Printing, Stationery and Stamps with the Government of India, and both the Superintendents of the Madras and Calcutta Government Presses in the matter. Copies of their respective reply letters are enclosed for favour of perusal.

It will be seen from the enclosure to the Controller's letter that the Pieceworkers' Committee of 1923 recommended "that in the case of all pieceworkers, who are entitled to pensions, 16 days' absence each year in addition to Sundays and other holidays observed by the Press, should be condoned and treated as qualifying for pension." The Government approved of the recommendation but did not sanction the concession with retrospective effect as proposed by the Committee.

The officiating manager of the Calcutta Press, forwards the extract of the Resolution of Government of

of India from which it will be seen that "the Pieceworkers of the Calcutta Press are paid at class rates for 16 days each year to cover absence on account of holidays, sickness or leave, provided their days of attendance are not less than 90 per cent during the previous 12 months"

The Superintendent of the Madras Government Press states that casual leave is not at present granted to the pieceworkers of the Press but the grant of a similar concession has been proposed to the Madras Government and is receiving consideration.

Under these circumstances, I think the concession may be granted to the pieceworkers of our Press as it will remove the existing hardship and keep the men contented.

I have the honour to be,
Sir,
Your most obedient servant,

Superintendent,
Government Printing.

D.V.S.

(9

Letter No: Pg. 177/1870, dated 19/22nd June 1925, from the Controller of Printing, Stationery and Stamps, with the Government of India, to the Superintendent, Government Printing, Bangalore.

With reference to your letter No: 3800, dated the 28th May 1925, I have the honour to enclose for your information relevant extract from the Report of the Piece Worker's Committee, 1922, and the Government of India, Department of Industries, letter No: A -389, dated the 2nd February 1923, relating to the grant of Casual Leave to pieceworkers in the Government of India Presses.

Extract from the Piece-Workers' Committee Report, 1922.

16 - Pensions.

The second obstacle (viz., the difficulty of putting in the necessary 25 years' qualifying service) is a more material grievance. Hitherto every day's absence from the Press, when the press has been open, had been deducted from the amount of actual service as the pieceworker has not been entitled to leave. Some absence is inevitable, and the moderate amount of 15 days absence per year would increase the qualifying period for pension to 26 years. We do not desire to encourage irregular workers, but we are strongly of opinion that in view of the length of service necessary to qualify for pension, some concession is necessary. We note that with effect from the 1st April 1922, it is proposed to allow all piece-workers 16 days' leave; this leave will presumably count as qualifying service for pension. We suggest that this concession, so far as it applies to qualifying service for pensions, should be granted with retrospective effect, viz.,

that in the case of all pieceworkers who are entitled to pensions, 16 days' absence each year in addition to Sundays and other holidays observed by the press, should be condoned and treated as qualifying for pension. If this concession be granted, we are of opinion that the pieceworkers can have no further grounds for complaint so far as pensions are concerned.

Extract para I from letter from the Government of India, in the Department of Industries and Labour, to the Controller of Printing, Stationery and Stamps, No: A-389, dated the 2nd February 1925.

The Government of India have had under consideration the report of the committee appointed in January 1922 to consider the grievances of pieceworkers employed in their printing Presses ~~department~~ in Calcutta, Delhi and Simla, and they generally approve the recommendation contained in the majority report with the following modifications:-

" The Government of India are unable to accept the recommendation contained in paragraph 16 of the majority report that for the purpose of calculating qualifying service for pension retrospective effect should be given to the concessions allowing piece-workers to count 16 days absence a year as qualifying for pension ; if the concession was given retrospectively to 1st April 1922, it would favour the irregular worker in the past as against the regular worker.

Copy.

Superintendent,
Government Printing

D.V.S.

(21

Letter No: 252-A, dated the 7th July 1925, from the Offg: Manager, Government of India Press, Calcutta, to the Superintendent, Government Printing, Bangalore.

With reference to your letter No: 4109, dated the 27th June 1925, I have the honour to inform you that in accordance with the Government of India, Industries & Labour Department letter No: A-382, dated the 30th May 1922, vide copy x enclosed, the pieceworkers of this Press are paid at class rates for 16 days (including the King Emperor's Birthday) each year to cover absences on account of holidays, sickness or leave provided their days of attendance are not less than 90 % during the previous 12 months.

---

x ENCLOSURE.

Extract para 1 of letter No: A-382, dated 30th May 1922, from the Government of India, Department of Industries, Simla, to the Controller of Printing, etc., Calcutta.

Subject:- Payment at class rates to piece and daily workers in Government of India Printing Presses to cover absences on account of holidays, sickness or leave.

I am directed to refer to paragraph 11 of the Resolution of the Board of Industries and Munitions No. A-31, dated the 15th July 1920, and to say that after reconsideration of the matter, the Government of India have decided that with effect from the 1st April 1922 piece and daily paid workers in their printing presses may be paid at class rates for 16 days (including the King Emperor's Birthday) each year, to cover absence on account of holidays, sickness or leave, provided that the worker has been in regular employment for the previous 12 months. "Regular

22)

"Regular employment" should be interpreted as not less than 90 % of the required working hours; regard however should be had to absence in case of sickness. ---

" Copy. "

Superintendent,
Government Printing.

D.V.S.

23

Letter No: Mis. 33, dated the 5th June 1925, from the Superintendent, Government Press, Madras, to the Superintendent Government Printing, Bangalore.

Ref: - Your letter No: 3801, dated 27-5-25.

Casual leave is not granted to the pieceworkers of this Press.

2. As regards the grant of 16 days casual leave in a year to pieceworkers in the Government of India Press, the grant of a similar concession to the piecework employees of this Press has been proposed to Government and is receiving the consideration of Government.

3. My endeavour is to work a Press on the lines of Commercial Houses and not have to pay for non-productive work caused by men on leave.

" Copy. "

Superintendent,
Government Printing.

D.v.s.

R.S. VI G 31]

SUBJECT.....

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

, *the* 192

Date of issue.... 12/9/25

Signed by.....

May this be

i Printed ?

ii treated as a standing order ?

iii published in the Gazette, English Part ?

iv translated ?

v placed at the disposal of the press ?

vi published in the Gazette, Kannada Part ?

Section PRG

File No. 67-24

Serial No. 6

Proceedings of the Government of His Highness the Maharaja of Mysore

Read— Correspondence ending with letter No. 193 & 15th July 25 from the Supdt, Govt Press, recommending the grant of 15 days Casual leave in each calendar year to the piece-work employees of the Govt Press on the analogy of the practice prevailing in the Govt of India Presses & the Order Thereon No.

Mysore Railway Workshop & suggesting a set of rules for regulating the grant of the leave

25

– 9/1755-6/Enl/Each 3/12.9.25

Although the grant of leave

~~with pay~~. As a special Concession

Govt are pleased to sanction the

grant of 15 days leave with pay

to the piece work employees of the Press

as per rules appended to this order.

The rules regarding the grant of leave to piece work employees proposed by the Superintendent are approved.

Chief Secretary &
Govt
3/8 I/P

List of enclosures.

The Supdt. Govt Printing

The Comptroller

Army Hall
31-7-25

Copied by

Examined by

WD 1883—GPB—1,000,00—21-12-21

26

Leave Rules for the Piecework Staff of the Government Press.

---

1. The piecework staff of the Government Press who are not eligible for leave under any other leave rules and who have put in one year's continuous service with regular attendance since the 1st January 1925 will be eligible for leave with pay for 15 days in each calendar year. Regular attendance will be considered to include a total absence of not more than 30 days in a calendar year.

2. This leave is not cumulative and cannot be claimed as a matter of right. It should be understood that the work of the Government Press is not to be inconvenienced in any way by the grant of such leave.

3. Not less than one day's leave will be granted for any period of absence on one day.

4. Leave with pay is admissible to any employee only on the condition that he returns to duty on the expiration of the same and unless this is complied with, any leave that may have been granted to the employee should ordinarily be treated as cancelled.

5. Extension of leave with pay can be sanctioned when required subject to the maximum of 15 days in an official year as prescribed in clause para 1.

6. Leave with and without pay may be combined, but leave without pay should not precede leave with pay under any circumstances.

7. Except in the case of holidays, 30 days must ordinarily elapse between one period of leave with pay and the next.

27

8. The Superintendent is authorised to grant leave with pay to the staff under these rules and the Office will maintain a register in which all such leave granted by him will be entered.

9. The Time-Keeper will record all leave granted to the Piecework Staff and if the period of absence of any employee is more than the number of days sanctioned, he will report to the Superintendent. If more leave on full pay than 15 days has been granted, the matter must be reported to the Superintendent.

10. Regular attendance will be considered to include a total absence of not more than 30 days in a calendar year. The 30 days absence will include also the leave of absence with pay but not Sundays, Gazetted Holidays, and absence on account of injuries sustained while on duty and anti-rabic treatment.

11. Workmen become eligible for leave with pay only one year after date of entry into service and with regular attendance.

12. 15 days leave with pay in a calendar year means 15 days in all from 1st January to 31st December of each calendar year.

13. The calendar year for the calculation of 30 days absence from any cause means the previous calendar year (1st January to 31st December) to the one in which leave with pay is applied for.

For example :-

(a) In case of men applying for leave with pay in 1925, their absence during 1924 only should be taken into account and so on every year. It may sometimes

28

happen that the total absence in 1924 exceeds 30 days but this need not affect the leave with pay applied for 1924 as absence during 1923 is to be taken into account but it will affect leave with pay to be taken in 1925 and so on.

(b) If a man is entitled to 15 days leave with pay in 1925 by reason of his regular attendance in 1924 but has been a bad time keeper in 1925, he may be granted leave with pay to the extent of 15 days during 1925.

(c) If his total absence in 1924 exceeds 30 days, he will not be eligible for leave with pay during 1925.

14. In the cases of men entertained in the middle of a calendar year, i. e., after 1st January and before 31st December, their total absence for 12 months from date of entertainment should be taken into account for granting leave with pay only for the 1st year ~~of~~ service and thereafter in each calendar year.

15. Leave with pay cannot be granted with retrospective effect except in cases of bonafide sickness covered by Medical Certificate signed by the District Medical Officer or any Medical Officer not below the rank of an Assistant Surgeon subject to the provision contained in Clause ~~15~~ and 5 of the rules.

16 An employee taking leave with pay will be paid for the Press working hours of the day namely six hours.

17. Whenever Sunday intervenes in any period of leave with pay such period should be considered continuous with leave but not continuous with pay. The men should be debited with leave less Sundays; for instance, if a man takes 15 days continuous leave with pay and if two Sundays intervene, he should be debited with only 13 days leave with pay, the balance of 2 days remaining to his credit.

18. (1) As per para 6, pay for the days a workman is on leave with pay should not be drawn ~~un~~ unless the folowwing conditions have been fulfilled:

(29)

(a) That the man has been present on the Press working day previous to the date from or on which leave with pay has been granted.

(b) That a man has resumed duty on the Press working day following that on which leave with pay expired.

(2) A workman availing leave with pay will not be allowed to resume duty before expiration of such leave.

19. The interval of 30 days need not be insisted on in cases of bonafide sickness supported by Medical Certificates but each such case should receive the sanction of the Superintendent before pay is drawn. 30 days from date of return to duty after sickness should elapse in such cases before any other leave with pay applied for ordinarily can be granted.

20. The Register to be maintained will show at once the absence of a workman due to various causes for one year and should be posted up as under :--

Absence without permission to be marked ...	" A "
Leave without pay	" L "
Leave with pay	"W.P."
Sickness excluding absence ~~absence~~ due to Anti-rabic treatment and accident while on duty and covered by Medical Certificate issued by a Medical Officer.	" S "
Leave on account of accident while on duty covered by Medical Certificate issued by a Medical Officer to be marked.	" L.A."
Period under suspension, etc.	" S.U."

21. The leave allowances payable to the piecework staff for the days on which they are granted leave with pay will be calculated on the average earnings of the piecework employee concerned ~~for~~ during the twelve months previous to that in which the leave is applied for.

4th April 1925.

Superintendent,
Government Printing.

...

S. O.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. G. 1755-6—P. & S. 67-24-6, dated 12th September 1925.

Leave.

Approves of the rules regulating the grant of —— to the piecework employees of the Government Press.

READ—

Correspondence ending with letter No. 193, dated 15th July 1925, from the Superintendent, Government Printing, recommending the grant of 15 days' casual leave in each calendar year to the piecework employees of the Government Press on the analogy of practice prevailing in the Government of India Presses and the Mysore Railway Workshops and suggesting a set of rules for regulating the grant of the leave.

ORDER No. G. 1755-6—P. & S. 67-24-6, DATED 12TH SEPTEMBER 1925.

The rules regarding the grant of leave to piecework employees proposed by the Superintendent, Government Printing are approved.

P. G. D'SOUZA,
Chief Secretary to Government.

To—The Superintendent, Government Printing.
The Comptroller, Mysore Government.

Exd.—P. S. R. N.

No. G. 1755-6-- P. & S. 67-24-6, DATED 12TH SEPTEMBER 1925.

LEAVE RULES FOR THE PIECEWORK STAFF OF THE GOVERNMENT PRESS.

1. The piecework staff of the Government Press who are not eligible for leave under any other leave rules and who have put in one year's continuous service with regular attendance since the 1st January 1925, will be eligible for leave with pay for 15 days in each calendar year. Regular attendance, will be considered to include a total absence of not more than 30 days in a calendar year.

2. This leave is not cumulative and cannot be claimed as a matter of right. It should be understood that the work of the Government Press is not to be inconvenienced in any way by the grant of such leave.

3. Not less than one day's leave will be granted for any period of absence on one day.

4. Leave with pay is admissible to any employee only on the condition that he returns to duty on the expiration of the same and unless this is complied with, any leave that may have been granted to the employee should ordinarily be treated as cancelled.

5. Extension of leave with pay can be sanctioned when required subject to the maximum of 15 days in an official year as prescribed in clause 1

6. Leave with and without pay may be combined, but leave without pay should not precede leave with pay under any circumstances.

7. Except in the case of holidays, 30 days must ordinarily elapse between one period of leave with pay and the next.

8. The Superintendent is authorised to grant leave with pay to the staff under these rules and the office will maintain a register in which all such leave granted by him will be entered.

9. The time-keeper will record all leave granted to the Piecework Staff and if the period of absence of any employee is more than the number of days sanctioned, he will report to the Superintendent. If more leave on full pay than 15 days has been granted the matter must be reported to the Superintendent.

10. Regular attendance will be considered to include a total absence of not more than 30 days in a calendar year. The 30 days absence will include also the leave of absence with pay but not Sundays, Gazetted Holidays and absence on account of injuries sustained while on duty and anti-rabic treatment.

11. Workmen become eligible for leave with pay one year after date of entry into service and with regular attendance.

12. Fifteen days leave with pay in a calendar year means 15 days in all from 1st January to 31st December of each calendar year.

13. The calendar year for the calculation of 30 days absence from any cause means the previous calendar year (1st January to 31st December) to the one in which leave with pay is applied for.
For example:—

(*a*) In case of men applying for leave with pay in 1925, their absence during 1924 only should be taken into account and so on every year. It may some times happen that the total absence in 1924 exceeds 30 days but this need not affect the leave with pay applied for 1924 as absence during 1923 is to be taken into account but it will affect leave with pay to be taken in 1925 and so on.

(*b*) If a man is entitled to 15 days leave with pay in 1925 by reason of his regular attendance in 1924. but has been a bad time-keeper in 1925, he may be granted leave with pay to the extent of 15 days during 1925.

(*c*) If his total absence in 1924 exceeds 30 days he will not be eligible for leave with pay during 1925.

14. In the cases of men entertained in the middle of a calendar year, *i.e.*, after 1st January and before 31st December, their total absence for 12 months from date of entertainment should be taken into account for granting leave with pay only for the first year of service and thereafter in each calendar year.

15. Leave with pay cannot be granted with retrospective effect except in cases of *bona fide* sickness covered by medical certificate signed by the District Medical Officer or any Medical Officer not below the rank of an Assistant Surgeon subject to the provision contained in clauses 1 and 5 of the rules.

16. An employee taking leave with pay will be paid for the Press working hours of the day namely, six hours.

17. Whenever Sunday intervenes in any period of leave with pay such period should be considered continuous with leave but not continuous with pay. The men should be debited with leave less Sundays; for instance, if a man taken 15 days' continuous leave with pay and if two Sundays intervene, he should be debited with only 13 days' leave with pay, the balance of 2 days remaining to his credit.

18. (1) As per para 6, pay for the days a workman is on leave with pay should not be drawn unless the following conditions have been fulfilled:—

(a) That the man has been present on the Press working day previous to the date from or on which leave with pay has been granted.

(b) That a man has resumed duty on the Press working day following that on which leave with pay expired.

(2) A workman availing leave with pay will not be allowed to resume duty before expiration of such leave.

19. The interval of 30 days need not be insisted on in cases of *bona fide* sickness supported by medical certificate but each such case should receive the sanction of the Superintendent before pay is drawn. Thirty days from date of return to duty after sickness should elapse in such cases before any other leave with pay applied for ordinarily can be granted.

20. The register to be maintained will show at once the absence of a workman due to various causes for one year and should be posted up as under:—

Absence without permission to be marked	"A"
Leave without pay	"L"
Leave with pay	"W. P."
Sickness excluding- absence due to anti-rabic treatment and accident while on duty and covered by medical certificate issued by a Medical Officer ..	"S"
Leave on account of accident while on duty covered by medical certificate issued by a Medical Officer to be marked ..	"L. A."
Period under suspension, etc.	"S. U."

21. The leave allowances payable to the piecework staff for the days on which they are granted leave with pay will be calculated on the average earnings of the piecework employee concerned during the twelve months previous to that in which the leave is applied for.